

CAPS PROPOSAL

Bargaining Unit: 10

Date: May 15, 2018

Exclusive Representative: CAPS

Article: 3

Subject: Parental Leave

3.5 Parental Leave

- A. A department head or designee shall grant a female permanent employee's request for an unpaid leave of absence for purposes of pregnancy, child birth, recovery therefrom or care for the newborn or adopted child for a period not to exceed one (1) year. The employee shall provide medical substantiation to support her request for pregnancy leave.
- B. A male spouse or male parent, or domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code Section 297 who is a permanent employee, shall be entitled to an unpaid leave of absence for a period not to exceed one (1) year to care for his/her newborn or adopted child.
- C. During the period of time an employee is on parental leave, he/she shall be allowed to continue their health and dental benefits. The cost of these benefits shall be paid by the employee and the rate that the employee will pay will be the group rate.
- D. Upon birth or adoption of a child, each parent who is a permanent employee (including those under permanent intermittent status) in Unit 10 shall receive 60 days (480 hours) of paid parental leave. These leave credits are to be used in one-hour increments and will expire one year after arrival or adoption of the new child.